1987

ANNUAL LABOR SURVEY

Plastics Processing Companies

FINANCIAL MANAGEMENT COMMITTEE
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
1275 K STREET, N.W., WASHINGTON, D.C. 20005

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HIGHLIGHTS OF THE SURVEY

The forty-ninth Labor Survey reports on data from 196 companies in 39 states. As of the effective date of the survey, a total of 17,413 workers were employed by these companies. Below is a breakdown of firms by region and state:

Region	State	Number of Firms
1	Connecticut	3
	Maine	1
	Massachusetts	9
	Rhode Island	1
	Vermont	2
	Total	16
2	New Jersey (N.Y. area)	5
	New York (Metro)	3
	Total	8
3	Delaware	1
	Maryland	1
	New Jersey	6
	New York (Upstate)	3
	Pennsylvania	7
	Total	18
4	Florida	1
	Georgia	1
	Kentucky	1
	Mississippi	1
	North Carolina	4
	South Carolina	3
	Tennessee	1
	Virginia	4
	West Virginia	1
	Total	17
5 & 6	Illinois (Excl. Chicago)	7
	Indiana	12
	Michigan	14
	Ohio (Cincinnati-Dayton)	9
	Ohio	21
	Wisconsin	6
	Total	69
7	Illinois (Chicago area)	12
	Total	12
8	Iowa	2
	Kansas	2
	Minnesota	9
	Missouri	3
	Nebraska	2
	Total	18
9	Arkansas	1
	Louisiana	1
	Oklahoma	1
	Texas	8
	Total	11
10	Arizona	3
	Colorado	2
	New Mexico	1
	Total	6
11	Oregon	1
	Washington	3
	Total	4
12	Northern California	4
	Total	4
13	Southern California	13
	Total	13
	Canada	1
	Hawaii	1
	Grand Total	**198**

Some highlights of the survey are:

1. The index number series of wages in the plastics industry since 1968 are as follows:

Effective Date	Index of Wages (1968 = 100)
August 31, 1968	100.0
September 30, 1969	106.0
July 31, 1970	113.6
December 31, 1971	125.0
None-1972	No Survey
June 30, 1973	131.3
October 1, 1974	145.5
October 31, 1975	166.3
September 30, 1976	176.1
September 30, 1977	196.5
September 30, 1978	204.1
September 30, 1979	215.6
September 30, 1980	228.5
September 30, 1981	244.5
September 30, 1982	262.3
September 30, 1983	272.8
September 30, 1984	279.4
September 30, 1985	288.6
September 30, 1986	293.1
September 30, 1987	295.5

2. Average straight time hourly earnings increased for only 24 of the 56 positions outlined in the survey. The increases were distributed as follows:

Increases in Hourly Wages
Less than 5%—13
5-9%— 5
10-14.9%— 1
15% & Over— 3
Total—22

An overwhelming 32 positions experienced a decrease in hourly wages, the largest ever reported. The wages for 2 positions were unchanged.

3. The average rate of turnover fell to 13.7 percent in 1987 from 14.1 percent in 1986. This was not as low as the 12.8 percent rate in 1985.

4. Fringe benefits as a percentage of hourly wage rates have been steadily decreasing: 38.1 in 1987, 39.0 in 1986, and 39.4 in 1985.

5. The average monthly wage for salaried employees increased in 10 categories out of 13:

Increases in Salaries	
Less than 5%	8
5-9.9%	1
10-14.9%	1
Total	10

Three positions reported a decrease.

6. The percentage of firms offering Christmas bonuses to salaried employees fell from 37.2 percent in 1986 to 30.6 percent in 1987. Profit sharing plans for salaried employees also decreased to 45.4 percent from 46.8 percent.

   For hourly employees, the percentage of companies offering Christmas bonus plans fell to 29 percent in 1987 from 43.4 percent in 1986.

7. The percentage of unionized firms has been decreasing since 1985 (30.5 percent) to 24.5 percent reached this year. In 1986 28 percent of reporting firms were unionized. However, the proportion of unionized firms offering cost of living clauses has increased to 16.7 percent in 1987 from 14.7 percent in 1986.

8. Dental plans, pension plans, and provisions for income protection for wage indemnity were the only fringe benefits experiencing proportional increases over last year. The percentage of dental plans offered rose to 44.4 percent from 36.1 percent last year. Pension plans increased from 48.4 percent in 1986 to 58.1 percent in 1987. Lastly, provisions for income protection for wage indemnity rose to 66.3 percent this year from 60.1 percent in 1986. The remaining fringe benefits reported a decrease in 1987.

9. The percentage of firms offering a paid lunch period fell to 44.9 percent in 1987 from 48.2 percent in 1986.

10. The proportion of firms allowing for over 4 weeks vacation per year has grown to 18.1 percent this year from 12.3 percent in 1986 and 13.2 percent in 1985.

About the Financial Management Committee

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has a background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastic processing companies. In addition to this Labor Survey, they sponsor a Financial and Operating Ratios Survey, a Employee Benefits Survey, and a Salary and Sales Policy Survey.

Besides the survey work, this group also sponsors workshops and conducts seminars.

The Committee sponsored a major project, the development of a four-volume, "Financial Management Manual for Plastics Processors." Volume I covers Manufacturing Cost Control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Management, Capital Investment, etc.); and Volume IV refers to Materials Management. The Manual is available for sale through the Literature Sales Department at SPI.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 1275 K Street, N.W., Washington, D.C. 20005.

The study was prepared under the direction of the SPI Financial Management Committee. Conway-McCue Associates compiled the statistical information and prepared the report for publication.

PLANT STATISTICS

REGION	COMPANIES REPORTING	TOTAL EMPLOYEES	PLANT SIZE BY EMPLOYEES							HOURS WORKED PER WEEK		
			1 to 49	50 to 99	100 to 199	200 to 299	300 to 399	400 to 499	500 and over	Low	Avg.	High
1	16	1018	9	4	2	1	-	-	-	40	120	168
2 & 3	25	2463	9	5	8	3	-	-	-	40	120	168
4	17	1583	8	1	7	1	-	-	-	40	120	168
5 & 6	64	5765	24	21	14	3	1	-	1	40	120	168
7	11	1102	2	3	5	1	-	-	-	40	120	168
8	18	2456	8	2	4	1	2	1	-	40	120	168
9 & 10	16	1402	10	-	5	-	-	1	-	40	120	168
11 & 12	8	480	4	3	1	-	-	-	-	80	120	168
13	13	1144	5	4	3	1	-	-	-	40	120	168
Total	188	17,413	79	43	49	11	3	2	1	40	120	168
1986	246	20,474	124	64	35	14	3	1	5	16	120	168

UNION STATISTICS

REGION	UNIONIZED			LENGTH OF CONTRACT						WAGE REOPENER CLAUSE			MONTH OF CONTRACT EXPIRATION												YEAR OF CONTRACT EXPIRATION						COST OF LIVING INCREASES			BASED ON CHANGES IN CONSUMER PRICE INDEX				
																																		MAXIMUM INCREASE PER HOUR				
	Yes	No	N.A.	1 Year	2 Years	3 Years	4 Years	unsigned at present	N.A.	Yes	No.	N.A.	January	February	March	April	May	June	July	August	September	October	November	December	N.A.	1987	1988	1989	1990	1991	N.A.	Yes	No	N.A.	25	.30	50	No max. incr.	N.A.
1	2	10	4	-	-	2	-	-	-	-	2	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	-	1	-	-	1	1	-	-	1	-	-	-
2 & 3	10	15	1	-	2	-	-	-	8	1	9	-	2	-	1	1	1	-	-	1	-	-	4	-	-	1	4	3	1	1	-	2	8	-	-	-	-	-	2
4	2	15	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	-	-	-	-	2	-	-	-	-	-	-
5 & 6	18	44	7	-	-	17	1	-	-	4	14	-	-	-	3	2	1	1	2	2	1	1	2	3	-	1	9	5	3	-	-	2	16	-	-	-	1	1	-
7	4	7	1	-	-	4	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	3	-	1	-	3	1	-	-	-	-	4	-	-	-	-	-	-
8	6	12	-	1	-	5	-	-	-	-	6	-	-	1	1	1	1	-	-	1	1	-	-	-	-	-	3	-	3	-	-	2	4	-	1	-	-	1	-
9 & 10	3	13	1	-	1	1	-	1	-	1	2	-	-	-	1	-	-	-	-	-	-	1	-	-	1	1	-	-	1	-	1	1	2	-	-	-	-	-	1
11 & 12	2	6	-	-	1	-	1	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	-	-	1	-	1	1	-	-	-	-	-
13	1	12	-	-	-	1	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-
Total	48	134	14	1	4	32	2	1	8	6	41	1	2	1	7	5	4	1	2	4	3	4	9	3	3	4	22	10	9	1	2	8	39	1	1	1	1	2	3
1986	69	170	7	3	8	53	2	-	1	4	64	1	4	5	6	9	3	4	5	4	2	8	7	4	8	27	22	11	-	-	2	10	58	1	-	-	1	3	3

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY

NAME OF UNION	REGION									
	1	2 & 3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Allied Industrial Workers	-	-	-	2	-	-	-	-	-	2
Amalgamated Clothing & Textile Workers	2	1	-	-	-	-	-	-	-	3
General Industrial Liquor Workers	-	-	-	-	1	-	-	-	-	1
Glass, Pottery, Plastics & Allied Workers	-	-	-	1	-	-	-	-	-	1
Gráphic Communications Workers	-	-	-	-	-	1	-	-	-	1
Int'l Assn. of Machinists & Aerospace Workers	-	1	-	1	-	2	-	1	-	5
Int'l Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers	-	3	2	4	-	-	1	1	-	11
Int'l Chemical Workers	-	-	-	1	-	-	-	-	-	1
Int'l Electronic, Electrical, Technical Salaried Machine Workers	-	-	-	1	-	-	-	-	-	1
IPIU	-	-	-	-	1	-	-	-	-	1
Labor International Union of America	-	-	-	-	-	-	1	-	-	1
MESA	-	-	-	1	-	-	-	-	-	1
Oil Chemical & Atomic Workers	-	-	-	1	-	-	-	-	-	1

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY (Cont'd.)

NAME OF UNION	REGION									
	1	2 & 3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Production Workers Union	-	-	-	-	1	-	-	-	-	1
United Automobile Workers	-	1	-	2	1	2	-	-	-	6
United Brotherhood of Carpenters & Joiners	-	1	-	-	-	-	-	-	-	1
United Food & Commercial Workers	-	1	-	-	-	-	-	-	-	1
United Rubber Workers	-	-	-	1	-	-	-	-	1	2
United Rubber, Cork Linoleum & Plastics Workers	-	-	-	2	-	-	-	-	-	2
United Steel Workers of America	-	2	-	1	-	-	1	-	-	4
United Textile Workers	-	-	-	-	-	1	-	-	-	1
No Response	-	-	-	-	-	-	-	-	-	0
Total	2	10	2	18	4	6	3	2	1	48
1986	2	16	2	30	4	13	1	1	-	69

REST PERIOD AND LUNCH PAYMENT POLICIES

REGION	PAYMENT EMPLOYMENT REST PERIOD			LENGTH OF DAILY REST PERIOD (IN MINUTES PER PERIOD)									NO. OF REST PERIODS PER SHIFT						PAYMENT FOR LUNCH PERIOD			LENGTH OF PAID LUNCH PERIOD (IN MINUTES)								
	Yes	No	N.A.	5	10	12	15	18	20	25	Varies	N.A.	1	2	3	4	5	N.A.	Yes	No	N.A.	5	15	18	20	25	30	40	Varies	N.A.
1	16	-	-	1	10	-	5	-	-	-	-	-	1	13	-	1	-	1	11	4	1	-	1	-	7	-	3	-	-	-
2 & 3	24	-	2	-	14	-	7	-	-	-	2	1	2	18	2	1	-	1	10	10	6	-	1	-	6	-	2	-	1	-
4	16	1	-	-	11	-	3	-	1	-	1		1	12	2	1	-	-	8	6	3	-	1	-	5	-	2	-	-	-
5 & 6	61	2	6	-	40	-	13	-	5	-	3	-	8	45	5	1	1	1	29	18	22	-	-	-	15	2	10	-	2	-
7	11	-	1	-	6	-	3	-	-	-	1	1	-	6	4	-	-	1	4	3	5	-	1	-	2	1	-	-	-	-
8	18	-	-	-	6	1	6	1	2	1	1	-	3	12	2	1	-	-	10	6	2	-	1	1	6	-	1	1	-	-
9 & 10	16	-	1	-	10	-	3	-	3	-	-	-	4	12	-	-	-	-	8	7	2	-	1	-	3	-	4	-	-	-
11 & 12	8	-	-	1	4	-	3	-	-	-	-	-	-	8	-	-	-	-	4	2	2	1	1	-	1	-	1	-	-	-
13	13	-	-	-	10	-	3	-	-	-	-	-	1	12	-	-	-	-	4	7	2	-	1	-	3	-	-	-	-	-
Total	183	3	10	2	111	1	46	1	11	1	8	2	20	138	15	5	1	4	88	63	45	1	8	1	48	3	23	1	3	-
1986	242	1	3	3	151	1	72	1	10	3	-	6	26	191	16	1	1	7	92	99	55	-	13	1	46	4	25	1	-	1

OTHER PAYMENT POLICIES

REGION	PIECE WORK PAY						PAYMENT FOR DAYS			NO. OF PAID SICK DAYS											
	Molders			Finishers																	
	Yes	No	N.A.	Yes	No	N.A.	Yes	No	N.A.	1.5	2	3	4	4.5	5	6	7	10	14	30	Varies with Length of Service
1	-	13	3	-	13	3	7	-	9	-	-	-	-	--	2	2	1	-	-	1	1
2 & 3	-	23	3	-	23	3	4	3	19	-	-	1	-	-	1	1	1	-	-	-	-
4	-	15	2	-	15	2	2	1	14	-	-	-	-	-	2	-	-	-	-	-	-
5 & 6	3	53	13	2	55	12	8	22	39	1	1	-	-	-	2	3	-	-	1	-	-
7	-	11	1	-	11	1	2	3	7	-	-	-	-	-	2	-	-	-	-	-	-
8	1	17	-	1	16	1	5	9	4	-	2	1	-	-	-	1	-	-	-	-	1
9 & 10	-	13	4	-	14	3	6	6	5	-	-	3	-	-	1	2	-	-	-	-	-
11 & 12	-	8	-	-	8	-	2	3	3	-	-	-	-	1	1	-	-	-	-	-	-
13	1	12	-	1	12	-	4	2	7	-	-	1	1	-	1	-	-	1	-	-	-
Total	5	165	26	4	167	25	40	49	107	1	3	6	1	1	12	9	2	1	1	1	2
1986	10	214	22	6	214	26	50	44	152	-	4	9	1	1	12	12	7	1	-	-	-

PREMIUMS PAID FOR AFTERNOON SHIFT

REGION	N.A.	.05	.06	.07	.08	.10	.12	.13	.14	.15	.16	.19	.20	.21	.23	.25	.30	.325	.35	.40	.60	.65	1.00	4%	5%	6%	7.5%	9%	10%	12%	45%	Monthly Rate
1	5	2	-	-	-	2	-	-	-	-	-	-	2	-	-	2	-	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-
2 & 3	8	2	-	-	-	6	2	1	-	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
4	5	1	-	-	-	4	1	-	-	2	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-
5 & 6	17	1	-	2	4	12	1	-	1	9	1	-	6	-	-	4	1	-	1	-	-	-	1	1	1	-	-	1	2	-	1	2
7	3	-	-	-	-	-	-	1	-	2	-	-	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
8	3	-	-	-	1	5	-	-	-	3	-	-	1	-	1	1	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-
9 & 10	5	-	-	-	-	3	-	-	-	3	-	-	1	-	-	1	1	-	-	1	-	-	-	-	1	-	1	-	-	-	-	-
11 & 12	1	1	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-
13	2	-	1	-	-	1	-	-	-	5	-	-	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	49	7	1	2	5	35	4	2	1	25	1	2	21	1	1	8	5	1	2	2	2	1	1	3	3	1	1	2	3	1	1	2
1986	15	7	-	3	3	39	2	1	4	29	-	2	34	1	1	23	1	-	2	1	-	1	1	1	6	-	-	1	4	-	-	2

FRINGE BENEFITS AS PERCENT OF HOURLY RATE

REGION	N.A.	PERCENT OF HOURLY RATE												MEDIAN %
		0-9.9	10-19.9	20-29.9	30-34.9	35.0-39.9	40.0-44.9	45.0-49.9	50.0-54.9	55.0-59.9	60.0-64.9	65.0-69.9	70 & Over	
1	4	-	2	2	1	2	2	2	-	-	1	-	-	36.7
2 & 3	9	1	2	4	3	2	1	2	2	-	-	-	-	32.9
4	5	-	-	1	1	4	3	1	2	-	-	-	-	39.1
5 & 6	16	-	5	5	8	11	4	7	6	4	1	-	2	38.0
7	8	-	-	-	-	2	-	-	1	-	-	-	1	45.3
8	5	-	-	2	1	6	1	-	1	1	1	-	-	37.9
9 & 10	6	-	-	3	1	2	2	2	1	-	-	-	-	35.8
11 & 12	1	1	-	-	1	2	1	-	-	2	-	-	-	38.6
13	5	-	-	1	-	4	-	2	1	-	-	-	-	39.6
Total	59	2	9	18	16	35	14	16	14	7	3	-	3	38.1
1986	87	3	4	19	24	42	15	13	-	-	-	-	-	39.0

FRINGE BENEFITS AS PERCENT OF HOURLY RATE

MEDIAN PERCENTAGE OF FRINGE BENEFITS TO AVERAGE HOURLY EARNINGS																
REGION	F.I.C.A.	State Unemployment Comp.	Federal Unemployment Comp.	Overtime Premium	Paid Vacation	Workmen's Comp.	Paid Holiday	Paid Sick Days	Paid Funeral & Jury Duty Leave	Christmas Bonus (Or Gifts)	Paid Lunch & Rest Periods	Paid Health & Insurance Plans	Shift Differential	Pension Plans	Profit Sharing	Other
1	7.1	2.2	0.8	6.5	3.8	2.2	3.1	1.8	0.2	1.0	4.2	7.4	2.0	3.2	2.0	0.5
2 & 3	7.15	1.9	0.8	3.6	4.3	2.8	3.8	0.2	0.3	0.2	6.0	8.7	0.9	2.1	-	0.4
4	7.2	1.5	0.6	3.0	4.0	4.3	3.9	0.1	0.2	0.2	4.8	9.4	2.2	2.0	4.5	2.0
5 & 6	7.2	2.9	0.8	3.1	4.1	3.2	3.8	1.0	0.15	0.8	5.8	9.5	1.2	1.7	6.0	1.0
7	7.2	1.8	1.2	5.5	3.6	3.3	3.1	4.5	0.1	1.0	6.0	11.0	1.8	4.9	6.9	-
8	7.2	1.9	0.4	3.1	3.9	4.0	3.5	1.0	0.1	2.1	6.4	8.3	1.2	0.4	7.1	0.3
9 & 10	7.15	3.0	0.8	5.1	3.2	6.3	3.5	1.4	0.6	0.3	6.3	9.2	1.5	1.6	5.0	-
11 & 12	7.2	2.1	1.0	3.6	3.3	2.5	3.6	1.7	0.2	1.0	6.6	8.0	1.0	1.5	7.0	0.1
13	7.15	1.9	0.6	4.5	4.0	3.8	3.6	1.0	0.1	3.5	4.2	8.1	1.4	1.5	5.0	2.1
Total	7.2	1.9	0.8	3.6	3.9	3.3	3.6	1.2	0.2	1.0	5.9	8.7	1.4	1.7	5.5	0.5
1986	7.15	2.7	0.6	3.8	4.3	3.7	3.6	1.4	0.2	1.2	5.9	8.9	1.5	2.7	4.7	1.0

PREMIUMS PAID FOR MIDNIGHT SHIFT

REGION	N.A.	.05	.07	.10	.12	.13	.15	.16	.18	.19	.20	.21	.22	.23	.24	.25	.26	.27	.30	.325	.35	.40	.45	.50	.60	.65	.70	1.00	5%	6%	9%	10%	12%	12.5%	15%	Monthly Rate
1	4	-	1	3	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	1	-	1	1	1	-	-	-	1	-	-	-	-	-	-
2 & 3	6	1	-	1	1	-	7	-	-	1	-	-	-	1	-	3	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
4	4	-	-	-	-	-	5	-	-	-	3	1	-	-	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-
5 & 6	16	1	-	2	2	1	10	1	3	1	8	-	-	-	-	6	-	-	4	-	2	3	-	-	-	-	1	1	1	-	1	2	-	1	-	2
7	2	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	2	-	1	1	1	-	-	-	-	1	1	-	-	-	1	-	-	-
8	2	-	-	-	-	-	5	-	-	-	1	-	1	-	-	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-
9 & 10	5	-	-	-	-	-	1	-	-	-	3	-	-	-	-	1	-	-	-	-	-	4	-	2	-	-	-	-	-	-	-	-	-	-	1	-
11 & 12	2	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
13	3	-	-	-	1	-	1	-	-	-	1	-	-	-	-	4	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	44	2	1	7	4	1	30	1	4	2	17	1	1	1	1	20	1	2	13	1	4	10	1	3	3	1	1	2	2	1	2	4	2	3	1	2
1986	20	2	1	11	2	-	33	-	1	1	23	-	1	-	7	31	1	2	16	-	2	9	-	5	-	1	-	1	3	-	-	1	2	1	-	2

NUMBER OF PAID HOLIDAYS

REGION	FULL DAYS											
	5	6	7	8	8.5	9	10	11	12	13	14	N.A.
1	-	1	1	1	-	4	4	2	1	1	-	1
2 & 3	-	-	3	3	-	1	6	5	2	-	-	6
4	-	2	-	-	-	5	7	-	-	-	-	3
5 & 6	-	2	2	6	2	5	18	9	2	3	-	20
7	-	1	-	2	-	2	1	2	-	-	-	4
8	-	-	2	2	-	2	7	3	1	-	-	1
9 & 10	1	1	2	1	-	3	3	3	-	-	1	2
11 & 12	-	1	-	-	-	-	4	1	-	-	-	2
13	-	-	1	-	-	4	5	-	1	-	-	2
Total	1	8	11	15	2	26	55	25	7	4	1	41
1986	4	10	27	18	2	32	57	25	9	5	1	49

VACATION STATISTICS

| REGION | PAID VACATION | | | YEARS OF SERVICE REQUIRED FOR | | | | | | | | | | |

BONUS STATISTICS

REGION	PAY CHRISTMAS BONUS			AMOUNT OR BASIS FOR CHRISTMAS BONUS											
	Yes	No	N.A.	Under 1 Weeks Earnings	1 Weeks Earnings	1½ Weeks Earnings	2 Weeks Earnings	Atten-dance	Length of Service	Flat Amount	Gift	Mgmt. Discretion	Merit	Profit Sharing	N.A.
1	8	7	1	3	2	-	1	-	1	-	-	-	-	-	1
2 & 3	9	11	6	1	1	1	-	-	1	-	2	1	-	1	1
4	3	11	3	1	-	-	-	-	-	-	1	-	1	-	0
5 & 6	17	30	22	6	3	-	1	1	1	1	3	-	-	-	1
7	3	4	5	3	-	-	-	-	-	-	-	-	-	-	0
8	5	10	3	2	1	-	2	-	-	-	1	-	-	-	0
9 & 10	5	10	2	1	1	-	-	1	1	-	-	-	-	1	0
11 & 12	2	4	2	-	-	-	-	-	-	-	1	-	1	-	0
13	5	6	2	2	1	-	1	-	-	-	-	-	-	-	1
Total	57	93	46	19	9	1	5	2	4	1	8	1	2	2	3
1986	86	112	48	33	9	1	6	4	5	2	10	2	1	-	8

OTHER FRINGE BENEFITS

REGION	GROUP LIFE INSURANCE				DENTAL				BASIC-MEDICAL-EMPLOYEE				BASIC MEDICAL-DEPENDENTS			
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For
1	2	4	-	-	1	3	1	11	5	8	-	3	3	7	4	2
2 & 3	20	2	-	4	7	3	3	13	19	4	-	3	8	10	3	5
4	13	3	-	1	4	1	1	11	11	5	-	1	4	9	3	1
5 & 6	50	9	1	9	16	9	3	41	38	16	-	15	22	24	9	14
7	9	2	-	1	1	5	-	6	5	4	-	3	2	6	1	3
8	14	3	-	1	3	6	-	9	9	7	-	2	5	8	3	2
9 & 10	11	3	-	3	4	5	1	7	10	2	-	5	3	8	1	5
11 & 12	6	-	-	2	2	2	-	4	4	3	-	1	2	3	2	1
13	9	2	-	2	3	3	-	7	8	2	-	3	3	6	-	4
Total	144	28	1	23	41	37	9	109	109	51	-	36	52	81	26	37
1986	190	29	-	27	49	33	7	157	151	55	1	39	69	99	35	43

OTHER FRINGE BENEFITS (Cont'd.)

REGION	MAJOR MEDICAL-EMPLOYEE				MAJOR MEDICAL-DEPENDENTS				INCOME-PROTECTION FOR WAGE INDEMNITY				PENSIONS				PROFIT SHARING		
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	No Provision For
1	6	8	-	2	4	7	3	2	8	4	-	4	10	-	-	6	8	1	7
2 & 3	20	4	-	2	8	10	4	4	15	1	-	10	13	3	-	10	6	3	17
4	10	6	-	1	4	10	2	1	10	2	1	4	6	1	-	10	7	1	9
5 & 6	41	17	1	10	27	23	8	11	39	9	-	21	40	3	-	26	18	3	48
7	5	5	-	2	1	8	1	2	4	5	-	3	7	2	-	3	2	3	7
8	7	10	-	1	2	11	4	1	7	2	-	9	10	1	-	7	6	1	11
9 & 10	9	3	-	5	3	8	1	5	8	2	-	7	7	1	-	9	4	1	12
11 & 12	4	3	-	1	2	3	2	1	5	-	1	2	2	-	-	4	2	1	3
13	9	3	-	1	5	5	1	2	6	1	-	6	6	2	-	7	3	-	12
Total	111	59	1	25	56	85	26	29	102	26	2	66	101	13	-	82	56	14	126
1986	160	68	1	17	72	109	41	24	119	26	3	98	99	20	-	127	77	14	155

TURNOVER STATISTICS—HOURLY EMPLOYEES

REGION	RATE OF TURNOVER (IN PERCENT)												AVERAGE RATE
	No Change	Less Than 1	1-9	10-19	20-29	30-39	40-49	50-74	75-99	100-149	150 & Over	N.A.	
1	-	-	5	3	1	3	-	1	1	-	-	2	13.3
2 & 3	2	-	1	4	-	2	1	1	2	2	2	9	31.0
4	1	-	4	3	1	1	-	1	-	1	1	4	15.0
5 & 6	2	1	11	12	6	4	4	6	1	1	2	19	13.7
7	-	-	3	1	-	-	-	-	-	-	-	8	2.5
8	1	-	2	2	2	3	1	-	-	-	1	6	25.4
9 & 10	-	-	3	3	-	1	1	3	1	1	-	4	30.0
11 & 12	-	-	1	1	2	-	1	-	-	-	-	3	26.5
13	-	-	4	1	2	1	-	1	1	-	-	3	13.0
Total	6	1	34	30	14	15	8	13	6	5	6	58	13.7
1986	14	3	61	35	15	13	11	18	6	8	5	57	14.1

SHIFT STATISTICS

REGION	NO. OF SHIFTS OPERATED								LENGTH OF HOURS AVERAGE SHIFT											ROTATE SHIFTS			PAY PREMIUMS		
	1	2	3	4	1&2	2&3	3&4	N.A.	7.1	7.5	7.75	8	8.5	9	10	10.5	11	12	N.A.	Yes	No	N.A.	Yes	No	N.A.
1	2	3	9	-	-	-	-	2	-	-	-	13	-	1	1	-	-	1	-	2	13	1	12	3	1
2 & 3	5	4	15	1	-	-	-	1	-	-	-	19	-	-	1	1	-	4	1	2	21	3	21	2	3
4	2	2	11	2	-	-	-	-	-	-	-	14	-	-	-	-	-	3	-	-	17	-	14	3	-
5 & 6	4	11	41	6	-	2	-	5	-	2	-	46	2	1	3	-	1	9	5	6	56	7	53	8	8
7	-	1	9	1	-	-	-	1	-	-	1	8	-	-	-	-	-	2	1	2	8	2	9	1	2
8	-	7	9	1	1	-	-	-	1	-	-	12	-	-	2	-	-	2	1	1	16	1	16	-	2
9 & 10	2	2	11	1	-	-	-	1	-	1	-	12	-	-	-	-	1	1	2	-	16	1	14	1	2
11 & 12	-	2	4	1	-	-	1	-	-	-	-	5	-	-	1	-	-	2	-	1	7	-	7	-	1
13	1	1	10	1	-	-	-	-	-	-	-	11	-	1	1	-	-	-	-	1	10	2	9	4	-
Total	16	33	119	14	1	2	1	10	1	3	1	140	2	3	9	1	2	24	10	15	164	17	155	22	19
1986	34	39	160	7	-	-	-	6	-	12	1	202	7	2	18	2	-	13	5	24	216	6	197	39	10

CHRISTMAS BONUS PRACTICES—SALARIED EMPLOYEES

REGION	PAY CHRISTMAS BONUS			AMOUNT & BASIS ON WHICH BONUS IS PAID														
	Yes	No	N.A.	1-2 Weeks Earnings	1 Months Earnings	Match Employees' Savings	Length of Service	Company/ Plant Profits	Percent of Salary	Length of Service and Company Profitability	Employee Performance/ Merit	Employee Performance & Company Sales	Executive Judgement	Fixed Amounts	Paid to Employee Not in Any Other Bonus Program	Varies	N.A.
1	5	9	2	-	-	1	3	-	-	-	-	-	1	-	-	-	-
2 & 3	8	15	3	-	-	-	3	1	2	-	-	-	1	-	-	1	-
4	6	11	-	-	1	-	1	1	1	-	-	-	-	-	-	-	2
5 & 6	22	40	7	1	-	-	3	2	2	2	2	2	3	1	1	-	3
7	2	9	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-
8	7	10	1	-	-	-	-	-	4	-	1	-	2	-	-	-	-
9 & 10	4	10	3	-	-	-	1	1	-	-	-	-	1	-	-	-	1
11 & 12	2	5	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-
13	4	7	2	1	-	-	-	1	-	-	-	1	-	-	-	-	1
Total	60	116	20	2	1	1	11	8	9	3	4	3	8	1	1	1	7
1986	84	142	20	17	-	-	16	15	-	-	13	-	15	14	-	-	4

PROFIT SHARING AND OTHER INCENTIVE PLANS—SALARIED EMPLOYEES

REGION	PROFIT SHARING & OTHER INCENTIVE PLANS			TYPES OF PLANS							
	Yes	No	N.A.	Profit Sharing Plan	Deferred Profit Sharing Plan	Employee Stock Ownership Plan	Discretionary Bonus	Employee Savings Plan	Merit	Percent of Base Pay	N.A.
1	9	6	1	4	2	1	1	-	1	-	0
2 & 3	10	12	4	6	2	-	-	-	1	-	1
4	10	7	-	6	1	-	-	2	-	1	0
5 & 6	31	31	7	20	2	1	1	2	-	1	4
7	5	6	1	4	-	-	-	1	-	-	0
8	11	7	-	7	3	-	-	-	-	1	0
9 & 10	5	10	2	3	1	1	-	-	-	-	0
11 & 12	5	2	1	4	-	-	1	-	-	-	0
13	3	7	3	3	-	-	-	-	-	-	0
Total	89	88	19	57	11	3	3	5	2	3	5
1986	104	118	24	33	38	6	31	2	-	-	8

OVERTIME PAY PROVISIONS—SALARIED EMPLOYEES

REGION	PAY OVERTIME			BASIS FOR OVERTIME PAY FOR SHIFT SUPERVISORS																									
	Yes	No	N.A.	Over 8 Hours a Day	Over 10 Hours a Day	Over 40 Hours a Week	Over 45 Hours a Week	Over 50 Hours a Week	Saturday &/or Sundays/Holidays	Straight Time	Straight Time Over 40 Hours/Week & Double on Sunday	Straight Time Over 45 Hours/Week & Double on Sunday	Time and a Half Over 8 Hours/Day/ 40 Hours/Week	Time and a Half Over 40 Hours/ Week	Time and a Half Over 40 Hours/ Week & Double on Sunday	Time and a Half on Saturday or Sunday	Time and a Half On Saturday and Double Time on Sunday/Holidays	Time and a Half for Extra Shift	Double Time on Seventh Day	Percent of Gross Pay Over 48 Hours/Week	Percent of Hourly Rate	Over 2 Hours at Discounted Rate	Two Shifts Worked in One Day	Shift Differential	Fixed Amount	Scheduled Overtime/For Vacation/ Absence Fill-Ins	Half-day Increments	Full Days Only	Compensatory Time	N.A.
1	6	7	3	-	-	1	-	-	-	1	-	-	3	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
2 & 3	14	10	2	-	-	-	1	-	-	3	-	-	8	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1
4	7	10	-	-	-	1	1	-	-	1	-	-	3	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
5 & 6	48	13	8	2	2	6	-	1	2	9	1	2	12	1	1	1	1	-	-	-	1	-	-	1	-	1	1	-	-	1
7	6	5	1	-	-	-	1	-	-	-	-	-	2	-	-	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-
8	9	9	-	-	-	-	-	-	-	5	-	-	1	-	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-	1
9 & 10	7	8	2	-	-	-	-	-	1	1	-	-	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-	-	-	1
11 & 12	2	4	2	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	6	5	2	1	-	-	-	-	-	1	-	-	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Total	105	71	20	3	2	8	3	1	3	22	1	2	32	1	2	4	1	1	1	1	2	1	1	1	2	2	1	1	1	5
1986	118	104	24	3	-	10	3	-	3	16	-	-	40	-	-	-	-	-	-	4	1	-	1	2	2	6	-	1	2	9

COMPARISON OF MEDIAN HOURLY WAGES OF HOURLY EMPLOYEES: 1987-1986

JOB CLASSIFICATION	1987 (Dollars)	1986 (Dollars)	PERCENT CHANGE	JOB CLASSIFICATION	1987 (Dollars)	1986 (Dollars)	PERCENT CHANGE
MOLDING JOBS (1–10)							
1. Foreman (Comp. Working)	8.91	9.21	(3.3)	30. Painter & Sprayer	7.31	7.38	(.9)
2. Foreman (Inj. Working)	8.43	8.60	(1.9)	31. Buffing Operator	8.37	5.58	50.0
3. Foreman (Blow Mold Working)	9.22	10.18	(9.4)	32. Tumbling Operator	6.08	6.20	(1.9)
4. Set-Up Man–Troubleshooter	8.56	8.56	—	33. Set-Up Man–Troubleshooter	7.64	8.71	(12.3)
5. Compression Transfer Molder	5.89	7.69	(23.4)	**FABRICATION JOBS (34–36)**			
6. Compression Preform Molder	8.36	8.22	1.7	34. Machine Operator	7.51	8.00	(6.1)
7. Injection Molding Operator	5.86	5.90	(.6)	35 Assembler	5.57	5.89	(5.4)
8. Blow Molding Operator	5.63	7.56	(25.5)	36. Material Handler	6.66	7.35	(9.4)
9. Material Man	6.43	7.27	(11.6)	**INSPECTION JOBS (37–38)**			
10. Floor Man	6.94	6.80	2.0	37. Chief Inspector (Working)	7.08	8.27	(14.4)
EXTRUSION JOBS (11–14)				38. Inspector	7.28	7.35	(.9)
11. Foreman (Working)	10.07	9.79	2.9	**SHIPPING & RECEIVING JOBS (39–43)**			
12. Set-Up Man–Troubleshooter	8.02	9.17	(12.5)	39. Foreman (Working)	7.75	8.61	(9.9)
13. Extrusion Operator	7.96	8.27	(3.7)	40. Shipper–Material Handler	7.32	7.62	(3.9)
14 Material Man	7.20	7.03	2.4	41. Packer	6.69	6.47	3.4
REINFORCED PLASTICS JOBS (15–21)				42. Truck Operator	8.24	7.90	4.3
15. Foreman (Working)	9.03	8.60	5.0	43. Clerk	7.59	8.28	(8.3)
16. Set-Up Man–Troubleshooter	8.52	8.02	6.2	**MAINTENANCE JOBS (44–47)**			
17. Reinforced Plastics Operator	8.15	7.49	8.8	44. Foreman (Working)	10.37	10.49	(1.1)
18. Reinforced Plastics Preform Operator	7.18	7.85	(8.5)	45. Mechanic	9.78	9.56	2.3
19. Reinforced Plastics Fabricator	6.83	6.40	6.7	46. Electrician	10.46	10.39	.7
20. Reinforced Plastics Pultruder Operator	6.08	5.90	3.1	47. Helper–Trainee	7.13	7.80	(8.6)
21. Reinforced Plastics Filament Winder Operator	9.73	8.04	21.0	**TOOL ROOM JOBS (48–54)**			
THERMOFORMING JOBS (22-24)				48. Foreman (Working)	12.25	13.00+	(5.8)
22. Foreman (Working)	8.54	10.13	(15.7)	49. Mold/Die Designer	10.59	10.59	—
23. Set-Up Man–Troubleshooter	8.55	8.89	(3.8)	50. Mold Maker/Lead Man	12.42	13.00+	(4.5)
24. Thermoforming Press Operator	7.35	7.10	3.5	51. Mold Maker	12.08	12.49	(3.2)
EPS FOAM JOBS (25–27)				52. Mold Repair Man	10.40	9.93	4.7
25. Foam Shop Operator	7.35	5.66	29.9	53. Machinist	10.07	10.42	(3.4)
26. Mold Operator	6.99	6.45	8.4	54. Apprentice	7.51	7.38	1.8
27. Material Man	5.94	5.38	10.4	**MISCELLANEOUS JOBS (55–56)**			
FINISHING JOBS (28–33)				55. General Hand Labor Trainee	6.51	6.89	(5.5)
28. Foreman (Working)	8.25	7.94	3.9	56. Porter, Janitor, etc.	6.34	6.58	(3.6)
29. Finisher General	6.31	6.95	(9.2)	TOTAL	7.30	7.24	.83

COMPARISON OF MEDIAN MONTHLY SALARIES OF SALARIED EMPLOYEES: (1987-1986)

JOB CLASSIFICATION	1987 (Dollars)	1986 (Dollars)	PERCENT CHANGE
1. COMPRESSION	2,004	1,915	4.6
2. INJECTION	2,082	2,057	1.2
3. BLOW MOLDING	2,372	2,683	(11.6)
4. EXTRUSION	2,124	2,259	(5.9)
5. REINFORCED	2,035	2,025	.4
6. THERMOFORMING	2,242	2,213	1.3
7. EPS FOAM	2,158	1,900	13.6
8. FINISHING	2,061	1,928	6.9
9. FABRICATION	2,052	2,338	(12.2)
10. INSPECTION	2,110	2,086	1.2
11. SHIPPING & RECEIVING	2,149	2,082	3.2
12. MAINTENANCE	2,403	2,364	1.6
13. TOOL ROOM	2,534	2,488	1.8
TOTAL	2,050	2,142	(6.3)

SPI LABOR SURVEY—SEPTEMBER 30, 1987

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
MOLDING JOBS (1–10)										
1. *Foreman (Comp. Working)*	4_1	—	—	23_8	—	8_2	1_1	—	3_3	39_{15}
First Quartile	—	—	—	7.67	—	—	—	—	—	7.67
Median	10.00	—	—	8.90	—	8.55	8.25	—	8.75	8.91
Third Quartile	—	—	—	10.61	—	—	—	—	—	10.61
1986 Median	—	9.75	8.75	9.15	11.75	Under 5.00	8.25	—	8.87	9.21
2. *Foreman (Inj. Working)*	21_5	36_4	13_5	43_{14}	10_3	31_5	2_2	6_2	17_5	179_{45}
First Quartile	7.62	7.08	7.32	8.02	8.74	8.24	—	—	6.75	7.67
Median	9.50	7.24	10.24	9.95	10.60	8.75	10.75	10.50	9.40	8.43
Third Quartile	11.24	10.24	10.90	12.49	Over 13.00	9.70	—	—	12.80	10.83
1986 Median	—	Over 13.00	8.25	6.44	10.25	8.75	—	10.25	10.75	8.60
3. *Foreman (Blow Molding Working)*	6_2	4_1	2_1	5_2	3_1	6_3	—	5_2	6_2	37_{14}
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	7.12	9.49	10.74	9.24	12.48	9.74	—	6.49	10.75	9.22
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	—	9.00	—	10.21	—	—	—	10.25	—	10.18
4. *Set Up Man–Troubleshooter*	24_4	38_9	22_5	163_{26}	27_6	102_9	33_4	9_3	69_8	487_{54}
First Quartile	8.01	6.50	5.82	7.70	7.60	7.25	7.00	—	8.16	7.31
Median	9.00	8.04	8.09	8.43	7.73	8.75	7.99	8.99	9.35	8.55
Third Quartile	10.49	9.74	10.49	8.79	9.90	9.50	9.65	—	10.89	9.43
1986 Median	7.37	8.33	6.50	9.02	8.39	8.77	—	7.63	7.37	8.56
5. *Compression Transfer Molding Operator*	—	56_2	—	432_{14}	27_2	80_2	88_1	—	12_2	695_{23}
First Quartile	—	Under 5.00	—	5.04	6.10	6.25	8.50	—	6.37	5.68
Median	—	5.21	—	5.20	6.21	6.30	8.74	—	9.63	5.89
Third Quartile	—	5.87	—	6.32	6.83	10.51	8.99	—	10.00	7.19
1986 Median	6.37	8.48	—	7.74	5.88	Under 5.00	7.13	—	6.70	7.69
6. *Compression Preform Molder*	3_1	11_1	—	11_5	—	7_1	—	—	11_2	43_{10}
First Quartile	—	9.50	—	5.77	—	—	—	—	9.50	8.26
Median	7.37	9.74	—	6.42	—	7.49	—	—	9.75	8.36
Third Quartile	—	9.99	—	7.12	—	—	—	—	9.99	9.03
1986 Median	6.30	9.00	Under 5.00	8.98	6.36	8.25	—	—	—	8.22
7. *Injection Molding Operator*	205_6	436_8	224_8	745_{23}	166_4	442_{11}	104_5	102_6	233_7	2657_{78}
First Quartile	Under 5.00	5.68	Under 5.00	5.40	5.20	Under 5.00	Under 5.00	Under 5.00	Under 5.00	5.24
Median	5.21	6.31	Under 5.00	6.19	5.52	6.15	5.45	5.10	5.62	5.86
Third Quartile	5.79	7.02	6.12	7.18	5.63	6.96	8.25	7.85	6.80	6.86
1986 Median	5.59	5.95	Under 5.00	6.67	5.89	5.51	Under 5.00	6.00	5.40	5.90

KEY: 2_1 means 2 employees in 1 company
17_3 means 17 employees in 3 companies

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. Blow Molding Operator	—	15_2	8_1	12_3	6_1	56_3	6_1	12_1	149_2	264_{14}
First Quartile	—	Under 5.00	—	8.51	Under 5.00	Under 5.00	—	8.00	Under 5.00	5.27
Median	—	5.68	7.12	8.74	5.12	5.40	10.24	8.25	Under 5.00	5.63
Third Quartile	—	6.99	—	8.95	5.98	6.23	—	8.49	5.60	6.08
1986 Median	—	8.23	—	5.59	—	8.25	—	6.87	5.17	7.56
9. Material Man	29_5	36_{10}	25_7	60_{19}	12_4	47_6	7_2	3_2	21_8	240_{81}
First Quartile	5.99	6.24	Under 5.00	6.09	5.63	6.00	—	—	Under 5.00	5.60
Median	6.62	7.37	5.60	6.20	6.08	6.85	5.37	5.37	5.75	6.43
Third Quartile	7.87	9.10	6.49	7.65	7.61	8.60	—	-	8.50	7.71
1986 Median	5.87	7.39	5.49	6.00	7.50	8.58	9.25	6.67	11.25	7.27
10. Floor Man	18_3	21_5	28_3	47_{11}	24_3	18_5	13_5	12_2	35_3	216_{40}
First Quartile	5.29	6.10	6.12	7.02	5.99	5.50	6.49	7.24	Under 5.00	6.10
Median	5.87	6.58	8.74	7.31	6.82	6.74	7.90	7.82	5.30	6.94
Third Quartile	6.45	6.74	9.35	7.80	7.80	6.99	9.74	8.49	5.82	7.55
1986 Median	6.00	5.12	5.81	7.25	6.29	6.74	7.87	5.50	Under 5.00	6.80
EXTRUSION JOBS (11–14)										
11. Foreman (Working)	6_3	7_2	7_2	69_{12}	4_1	1_1	4_2	—	5_2	103_{25}
First Quartile	—	—	—	9.11	—	—	—	—	—	9.11
Median	Over 13.00	9.74	9.74	9.62	Over 13.00	10.24	9.99	—	11.50	10.07
Third Quartile	—	—	—	12.10	—	—	—	—	—	12.10
1986 Median	9.25	10.00	9.00	9.46	9.42	—	11.25	10.00	10.25	9.79
12. Set Up Man–Troubleshooter	—	28_4	26_3	83_{12}	20_3	—	—	4_1	5_2	166_{25}
First Quartile	—	7.81	7.19	7.60	6.32	—	—	—	—	7.40
Median	—	8.05	7.32	7.99	7.74	—	—	10.76	11.00	8.02
Third Quartile	—	8.40	7.75	8.90	9.24	—	—	—	—	8.66
1986 Median	—	9.21	—	9.16	7.96	12.61	10.50	—	5.12	9.17
13. Extrusion Operator	70_5	90_8	122_5	638_{23}	98_4	11_1	200_7	16_1	24_3	1269_{57}
First Quartile	7.77	7.74	7.08	7.12	6.08	8.50	7.70	6.87	7.75	7.23
Median	8.93	7.93	7.19	7.85	7.29	8.72	8.57	7.50	9.44	7.96
Third Quartile	11.58	8.41	8.40	8.94	9.99	8.99	9.02	8.50	10.60	9.12
1986 Median	8.67	7.66	8.08	8.29	6.63	8.72	8.87	7.12	9.55	8.27
14. Material Man	8_2	24_5	31_4	144_{17}	32_4	12_1	29_4	4_1	16_1	300_{39}
First Quartile	—	5.77	6.91	6.20	6.31	7.25	6.89	—	10.00	6.58
Median	8.29	6.82	7.10	6.73	8.72	7.49	8.37	7.99	10.25	7.20
Third Quartile	—	7.73	7.32	8.48	10.30	7.99	8.77	—	10.49	8.62
1986 Median	8.25	6.01	6.75	7.23	—	7.21	7.60	6.62	7.69	6.95

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SPI LABOR SURVEY—SEPTEMBER 30, 1987

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
REINFORCED PLASTICS JOBS (15–21)										
15. Foreman (Working)	2_2	7_2	1_1	11_4	—	16_1	4_2	—	2_1	43_{13}
First Quartile	—	—	—	9.24	—	8.50	—	—	—	8.80
Median	6.62	7.40	11.24	9.90	—	8.72	12.24	—	7.37	9.03
Third Quartile	—	—	—	11.30	—	8.99	—	—	—	9.93
1986 Median	10.75	7.37	7.62	8.69	—	—	12.50	9.25	10.75	8.60
16. Set Up Man–Troubleshooter	3_1	3_2	14_1	13_3	—	22_1	1_1	—	—	56_9
First Quartile	—	—	6.99	10.40	—	7.75	—	—	—	8.23
Median	5.74	8.02	7.64	10.58	—	8.24	10.24	—	—	8.52
Third Quartile	—	—	8.08	10.91	—	8.50	—	—	—	9.01
1986 Median	—	9.25	6.87	8.27	—	—	—	5.63	7.75	8.02
17. Reinforced Plastics Operator	17_2	26_1	14_2	131_6	—	89_1	11_2	4_1	—	292_{15}
First Quartile	Under 5.00	8.00	5.42	7.80	—	6.25	6.60	—	—	6.91
Median	Under 5.00	8.24	5.99	10.10	—	6.40	7.75	Under 5.00	—	8.15
Third Quartile	5.70	8.49	6.69	10.39	—	8.40	8.53	—	—	9.08
1986 Median	8.75	—	5.49	8.64	9.00	Under 5.00	6.63	6.50	6.87	7.49
18. Reinforced Plastics Preform Operator	—	—	—	13_1	—	18_1	—	21_1	—	52_3
First Quartile	—	—	—	9.00	—	7.13	—	Under 5.00	—	6.74
Median	—	—	—	9.24	—	8.24	—	Under 5.00	—	7.18
Third Quartile	—	—	—	9.49	—	8.49	—	5.20	—	7.41
1986 Median	—	—	—	9.13	—	—	—	—	Under 5.00	7.85
19. Reinforced Plastics Fabricator	2_1	28_1	2_1	47_4	—	—	6_1	—	—	85_8
First Quartile	—	Under 5.00	—	Under 5.00	—	—	—	—	—	Under 5.00
Median	6.12	Under 5.00	6.62	5.01	—	—	7.62	—	—	6.83
Third Quartile	—	7.00	—	7.50	—	—	—	—	—	7.22
1986 Median	6.63	6.62	5.93	9.25	—	5.87	6.30	7.43	7.25	6.40
20. Reinforced Plastics Pultruder Operator	—	54_2	94_2	29_2	—	3_1	—	—	—	180_7
First Quartile	—	Under 5.00	Under 5.00	8.35	—	—	—	—	—	5.55
Median	—	Under 5.00	5.49	9.59	—	10.24	—	—	—	6.08
Third Quartile	—	5.57	6.19	10.11	—	—	—	—	—	6.64
1986 Median	—	Under 5.00	5.76	9.07	7.44	5.37	—	7.17	—	5.90
21. Reinforced Plastics Filament Winder	—	—	—	6_3	—	—	2_1	—	—	8_4
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	—	—	—	10.22	—	—	8.25	—	—	9.73
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	—	8.50	5.62	—	—	6.87	—	8.25	7.62	8.04

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SPI LABOR SURVEY—SEPTEMBER 30, 1987

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
THERMOFORMING JOBS (22–24)										
22. *Foreman (Working)*	9_1	2_1	—	9_3	—	2_2	1_1	—	1_1	24_9
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	Under 5.00	10.99	—	10.74	—	11.24	7.60	—	11.24	8.54
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	—	Over 13.00	9.92	9.25	—	10.75	7.13	Over 13.00	11.25	10.13
23. *Set Up Man–Troubleshooter*	6_2	49_2	12_4	17_5	5_1	6_2	1_1	—	—	96_{17}
First Quartile	—	7.70	5.49	8.52	—	—	—	—	—	7.54
Median	7.37	8.58	6.24	9.80	8.74	10.74	6.87	—	—	8.55
Third Quartile	—	9.12	7.62	10.35	—	—	—	—	—	9.15
1986 Median	9.25	8.75	7.37	8.96	10.08	10.25	—	Over 13.00	—	8.89
24. *Thermoforming Press Operator*	—	42_1	66_3	109_7	13_1	29_2	29_2	9_1	2_1	299_{18}
First Quartile	—	8.49	Under 5.00	6.82	5.10	7.13	5.12	—	—	6.42
Median	—	8.74	6.12	8.23	5.74	7.37	5.70	6.25	9.72	7.35
Third Quartile	—	8.99	7.70	9.60	7.48	8.74	9.58	—	—	8.89
1986 Median	—	8.36	6.37	6.50	7.46	6.94	5.63	6.87	9.60	7.10
EPS FOAM JOBS (25–27)										
25. *Foam Shop Operator*	1_1	2_1	—	12_1	—	24_7	1_1	—	2_1	42_8
First Quartile	—	—	—	7.50	—	6.82	—	—	—	7.05
Median	7.87	5.12	—	7.62	—	7.62	6.12	—	Under 5.00	7.35
Third Quartile	—	—	—	7.74	—	9.24	—	—	—	8.74
1986 Median	—	—	5.87	5.38	—	6.74	5.33	—	7.62	5.66
26. *Mold Operator*	2_1	6_2	—	79_2	—	24_2	1_1	—	2_1	114_9
First Quartile	—	—	—	7.52	—	Under 5.00	—	—	—	6.93
Median	5.87	6.80	—	7.70	—	Under 5.00	6.37	—	Under 5.00	6.99
Third Quartile	—	—	—	7.73	—	5.62	—	—	—	7.24
1986 Median	—	—	5.75	5.00	—	6.15	6.87	7.63	7.84	6.45
27. *Material Man*	1_1	—	—	1_1	—	1_1	—	—	1_1	4_4
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	Under 5.00	—	—	7.62	—	6.12	—	—	Under 5.00	5.94
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	—	—	Under 5.00	5.13	—	—	5.75	6.13	—	5.38

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SPI LABOR SURVEY—SEPTEMBER 30, 1987

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FINISHING JOBS (28–33)										
28. Foreman (Working)	1_1	13_5	4_3	19_{15}	11_2	19_4	—	—	9_3	76_{33}
First Quartile	—	6.28	7.62	7.77	8.40	7.87	—	—	—	7.60
Median	9.25	7.09	7.84	7.83	9.24	8.69	—	—	8.74	8.25
Third Quartile	—	9.40	10.24	9.79	9.91	8.99	—	—	—	9.53
1986 Median	7.25	10.25	8.62	7.56	8.38	11.75	9.75	7.50	7.12	7.94
29. Finisher–General	25_1	264_{10}	92_1	281_{24}	135_6	203_5	136_2	47_3	32_3	1215_{55}
First Quartile	6.17	5.51	6.12	5.34	5.55	6.25	7.60	5.75	5.60	5.78
Median	6.52	5.81	6.32	6.13	5.69	6.37	8.07	5.81	7.27	6.31
Third Quartile	6.71	5.97	6.65	7.42	6.85	6.50	8.40	6.37	7.41	6.88
1986 Median	5.79	7.05	6.34	7.22	5.47	6.28	5.50	6.07	6.70	6.95
30. Painter & Sprayer	8_1	57_4	—	67_7	34_3	19_2	—	—	16_2	201_{19}
First Quartile	—	6.30	—	7.28	6.36	6.50	—	—	5.74	6.62
Median	7.32	7.53	—	7.44	7.11	6.62	—	—	7.25	7.31
Third Quartile	—	8.01	—	9.20	8.34	7.37	—	—	7.40	8.37
1986 Median	6.13	8.17	6.80	7.44	7.81	10.09	—	6.50	Under 5.00	7.38
31. Buffing Operator	—	—	—	34_4	4_1	—	5_1	3_1	20_1	66_8
First Quartile	—	—	—	7.31	—	—	—	—	5.49	6.63
Median	—	—	—	10.09	5.82	—	Under 5.00	Under 5.00	7.30	8.37
Third Quartile	—	—	—	10.38	—	—	—	—	7.41	9.28
1986 Median	—	—	6.93	7.38	7.12	5.66	—	—	Under 5.00	5.58
32. Tumbling Operator	—	—	2_1	2_1	—	—	—	—	5_1	9_3
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	—	—	7.12	6.49	—	—	—	—	5.50	6.08
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	5.99	6.37	—	8.29	6.17	Under 5.00	—	—	—	6.20
33. Set Up Man–Troubleshooter	5_3	19_5	5_2	16_7	7_1	5_3	7_2	4_2	4_1	72_{26}
First Quartile	—	7.49	—	5.47	—	—	—	—	—	6.57
Median	7.62	8.24	6.79	6.85	6.74	8.24	9.38	7.12	7.37	7.64
Third Quartile	—	9.07	—	8.60	—	—	—	—	—	8.86
1986 Median	7.87	9.17	7.25	8.80	6.00	8.87	—	—	—	8.71

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HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FABRICATION JOBS (34–36)										
34. Machine Operator	21_3	20_2	38_2	57_8	—	2_2	—	17_1	49_3	204_{21}
First Quartile	6.05	Under 5.00	7.30	7.79	—	—	—	6.31	7.49	7.04
Median	6.45	5.37	7.59	7.91	—	6.74	—	6.40	8.74	7.51
Third Quartile	7.20	6.70	8.60	7.98	—	—	—	7.50	10.99	8.58
1986 Median	—	7.62	7.20	8.28	7.18	7.40	—	7.80	6.37	8.00
35. Assembler	12_1	51_3	—	129_8	—	49_2	9_2	16_1	2_2	268_{19}
First Quartile	6.06	Under 5.00	—	Under 5.00	—	Under 5.00	—	5.87	—	5.10
Median	6.12	Under 5.00	—	5.89	—	5.14	Under 5.00	6.09	5.37	5.57
Third Quartile	6.18	6.48	—	6.81	—	5.74	—	6.45	—	6.49
1986 Median	5.14	Under 5.00	7.13	6.87	5.95	Under 5.00	Under 5.00	5.87	Under 5.00	5.89
36. Material Handler	—	—	—	7_3	—	1_1	—	—	4_2	12_6
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	—	—	—	6.45	—	6.87	—	—	6.99	6.66
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	—	—	5.87	7.47	6.75	7.50	Under 5.00	6.87	—	7.35
INSPECTION JOBS (37–38)										
37. Chief Inspector (Working)	6_4	5_5	16_5	28_{10}	6_5	9_4	3_3	—	12_7	85_{43}
First Quartile	—	—	Under 5.00	6.29	—	—	—	—	7.49	6.18
Median	8.49	8.24	6.77	6.41	8.25	8.74	9.25	—	9.00	7.08
Third Quartile	—	—	7.62	8.74	—	—	—	—	10.20	8.73
1986 Median	9.25	9.25	6.70	7.92	8.83	9.25	9.25	8.50	8.37	8.27
38. Inspector	49_8	73_{15}	39_{11}	136_{35}	86_{10}	82_{11}	35_6	10_3	69_{10}	579_{109}
First Quartile	6.71	6.52	5.99	6.41	6.12	6.24	7.37	5.50	6.57	6.44
Median	8.30	7.59	6.82	7.08	6.70	6.87	9.12	6.23	7.32	7.28
Third Quartile	9.24	7.91	7.89	9.00	8.07	8.24	9.37	8.99	8.61	7.51
1986 Median	6.25	7.59	7.25	7.98	6.14	6.91	7.50	6.22	8.75	7.35
SHIPPING & RECEIVING JOBS (39–43)										
39. Foreman (Working)	7_6	7_7	10_4	60_{17}	4_4	12_8	9_5	1_1	4_4	114_{56}
First Quartile	—	—	7.92	6.71	—	8.24	—	—	—	7.08
Median	9.74	9.24	8.49	8.23	8.99	8.99	9.25	11.25	10.24	7.75
Third Quartile	—	—	10.24	10.00	—	10.24	—	—	—	10.06
1986 Median	9.25	9.50	7.91	8.83	9.25	9.25	8.75	7.37	9.00	8.61

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SPI LABOR SURVEY—SEPTEMBER 30, 1987

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
40. Shipper–Material Handler	38_{12}	75_{15}	36_{12}	230_{45}	28_{8}	86_{14}	26_{5}	17_{7}	26_{9}	562_{127}
First Quartile	6.86	6.28	5.78	7.06	6.37	Under 5.00	5.74	6.37	6.82	6.42
Median	7.74	7.60	6.10	7.54	7.91	6.75	6.30	7.12	8.05	7.32
Third Quartile	8.30	8.39	7.34	8.41	10.10	8.00	7.50	8.49	8.25	8.31
1986 Median	6.87	7.93	6.87	8.17	7.08	6.75	7.37	7.32	6.75	7.62
41. Packer	3_{2}	158_{8}	139_{6}	438_{14}	26_{5}	24_{5}	47_{3}	41_{4}	19_{4}	895_{51}
First Quartile	—	6.35	5.30	5.55	5.70	6.35	8.00	5.32	7.37	5.83
Median	Under 5.00	7.82	5.44	6.35	8.61	7.24	8.25	5.83	9.00	6.69
Third Quartile	—	7.98	6.45	7.36	11.40	8.74	8.49	6.52	9.25	8.54
1986 Median	7.50	7.84	5.70	7.32	—	6.93	5.92	5.88	6.37	6.47
42. Truck Operator	15_{8}	4_{4}	13_{6}	41_{12}	3_{2}	24_{9}	15_{6}	3_{2}	8_{7}	126_{56}
First Quartile	7.21	—	6.82	7.88	—	7.25	6.81	—	—	7.37
Median	7.80	6.99	8.08	9.01	6.24	7.70	8.25	9.74	7.75	8.24
Third Quartile	8.72	—	8.35	10.30	—	8.74	10.55	—	—	9.53
1986 Median	7.00	8.44	6.99	7.75	11.75	6.56	6.37	10.00	9.14	7.90
43. Clerk	6_{6}	8_{6}	6_{4}	40_{20}	4_{3}	10_{7}	7_{6}	—	5_{5}	86_{57}
First Quartile	—	—	—	6.62	—	7.12	—	—	—	6.72
Median	6.82	7.99	5.80	7.74	7.37	7.74	9.00	—	6.77	7.59
Third Quartile	—	—	—	8.60	—	9.25	—	—	—	8.73
1986 Median	7.13	8.17	5.67	8.63	7.63	7.49	8.87	8.75	7.49	8.28
MAINTENANCE JOBS (44–47)										
44. Foreman (Working)	7_{7}	3_{3}	7_{5}	21_{14}	2_{2}	12_{7}	2_{2}	1_{1}	3_{2}	58_{43}
First Quartile	—	—	—	9.24	—	8.85	—	—	—	9.09
Median	10.75	8.74	10.24	10.99	11.49	9.40	11.25	11.24	9.25	10.37
Third Quartile	—	—	—	12.72	—	12.24	—	—	—	12.55
1986 Median	—	11.50	9.41	9.25	12.49	12.50	9.75	10.45	12.75	10.49
45. Mechanic	30_{8}	87_{17}	46_{12}	301_{48}	41_{11}	83_{16}	44_{11}	23_{4}	38_{8}	693_{135}
First Quartile	9.74	8.63	7.60	8.40	8.68	8.55	9.99	9.53	8.25	8.60
Median	10.60	9.43	8.60	9.58	10.08	10.24	11.00	9.62	10.25	9.78
Third Quartile	11.75	10.37	10.00	10.24	11.85	11.41	11.69	9.80	11.49	10.69
1986 Median	9.09	9.38	8.05	9.72	9.75	9.73	9.37	9.25	11.49	9.56
46. Electrician	10_{6}	15_{9}	8_{5}	41_{21}	4_{2}	18_{7}	10_{3}	1_{1}	6_{4}	113_{58}
First Quartile	9.40	9.10	—	9.90	—	9.24	10.30	—	—	9.63
Median	10.74	10.40	9.25	10.36	9.24	10.35	11.51	10.75	11.74	10.46
Third Quartile	12.91	11.91	—	10.78	—	11.30	11.82	—	—	11.38
1986 Median	9.67	10.25	9.50	10.39	12.00	10.37	10.87	11.50	12.33	10.39

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SPI LABOR SURVEY—SEPTEMBER 30, 1987

HOURLY EMPLOYEES

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47. Helper–Trainee	6_5	6_4	11_6	19_{13}	10_5	10_4	7_5	4_2	7_5	80_{49}
First Quartile	—	—	5.49	6.34	5.75	5.24	—	—	—	5.82
Median	7.62	6.11	6.74	7.73	6.68	6.70	9.00	6.87	6.12	7.13
Third Quartile	—	—	8.59	8.24	12.08	8.24	—	—	—	9.09
1986 Median	7.87	6.00	5.63	8.67	6.37	8.67	7.77	7.87	6.50	7.80
TOOL ROOM JOBS (48–54)										
48. Foreman (Working)	3_3	2_1	6_3	13_{13}	4_4	3_3	—	1_1	—	32_{28}
First Quartile	—	—	—	11.07	—	—	—	—	—	11.07
Median	Over 13.00	11.24	10.70	Over 13.00	Over 13.00	10.74	—	Over 13.00	—	12.25
Third Quartile	—	—	—	Over 13.00	—	—	—	—	—	Over 13.00
1986 Median	Over 13.00	Over 13.00	8.75	Over 13.00	Over 13.00	Over 13.00	9.25	Over 13.00	Over 13.00	Over 13.00
49. Mold/Die Designer	2_1	—	2_2	22_6	5_1	1_1	—	—	—	32_{11}
First Quartile	—	—	—	9.41	—	—	—	—	—	9.41
Median	Over 13.00	—	11.49	10.59	8.74	Over 13.00	—	—	—	10.59
Third Quartile	—	—	—	11.42	—	—	—	—	—	11.42
1986 Median	Over 13.00	11.25	8.75	9.88	7.50	12.75	—	Over 13.00	Over 13.00	10.59
50. Mold Maker/Lead Man	4_2	2_2	5_4	10_7	4_2	4_3	—	—	2_2	31_{22}
First Quartile	—	—	—	8.74	—	—	—	—	—	8.74
Median	Over 13.00	Over 13.00	12.24	12.00	11.98	12.99	—	—	Over 13.00	12.42
Third Quartile	—	—	—	Over 13.00	—	—	—	—	—	Over 13.00
1986 Median	Over 13.00	11.49	10.75	12.75	Over 13.00	12.99	11.25	Over 13.00	Over 13.00	Over 13.00
51. Mold Maker	9_4	15_{15}	23_7	46_{11}	—	40_5	31_4	3_2	9_2	176_{40}
First Quartile	—	11.71	9.37	8.80	—	10.36	11.56	—	—	10.12
Median	Over 13.00	12.61	12.63	11.31	—	12.24	11.70	Over 13.00	Over 13.00	12.08
Third Quartile	—	Over 13.00	Over 13.00	Over 13.00	—	Over 13.00	11.98	—	—	12.80
1986 Median	11.25	11.00	Over 13.00	11.37	Over 13.00	Over 13.00	8.75	Over 13.00	12.75	12.49
52. Mold Repair Man	3_2	12_5	9_2	39_{16}	9_4	19_8	—	5_1	2_2	98_{40}
First Quartile	—	6.97	—	8.47	—	9.41	—	—	—	8.47
Median	10.52	8.40	9.49	10.11	10.49	11.74	—	Over 13.00	12.75	10.40
Third Quartile	—	10.19	—	10.46	—	12.75	—	—	—	11.04
1986 Median	11.25	8.49	7.00	9.88	Over 13.00	12.10	7.13	9.25	Over 13.00	9.93
53. Machinist	10_6	13_4	15_5	56_{14}	11_4	18_7	2_2	4_2	11_5	140_{49}
First Quartile	9.24	9.56	7.38	8.24	6.48	8.10	—	—	11.40	8.44
Median	10.59	10.99	7.87	10.41	9.80	8.99	10.75	8.00	12.50	10.07
Third Quartile	Over 13.00	12.48	9.55	12.24	11.00	10.95	—	—	Over 13.00	11.81
1986 Median	9.49	10.00	8.75	10.59	11.50	9.91	6.50	Over 13.00	12.99	10.42

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54. Apprentice	3_2	3_3	4_2	23_{10}	5_2	6_3	2_1	2_1	4_2	52_{26}
First Quartile	—	—	—	6.35	—	—	—	—	—	6.35
Median	Over 13.00	6.12	6.49	7.24	6.75	5.62	6.87	8.24	10.75	7.51
Third Quartile	—	—	—	8.57	—	—	—	—	—	8.57
1986 Median	6.37	7.12	5.62	8.42	8.49	5.87	5.37	9.00	9.00	7.38
MISCELLANEOUS JOBS (55–56)										
55. General Hand Labor Trainee	26_3	29_6	43_2	179_{18}	75_4	36_3	39_3	—	13_4	440_{43}
First Quartile	Under 5.00	5.12	5.84	Under 5.00	5.40	10.00	5.45	—	8.00	5.70
Median	7.59	6.31	6.49	5.50	6.25	10.15	7.20	—	8.26	6.51
Third Quartile	8.11	6.40	7.13	7.10	6.82	10.49	8.39	—	8.49	7.50
1986 Median	7.63	8.30	6.77	7.23	6.25	5.74	5.87	5.84	6.87	6.89
56. Porter–Janitor, etc.	5_4	34_{16}	13_7	70_{34}	15_9	39_9	12_6	—	8_7	196_{92}
First Quartile	—	5.20	5.24	6.24	5.05	5.25	5.99	—	—	5.65
Median	5.99	5.99	5.80	6.90	6.25	6.61	6.87	—	5.74	6.34
Third Quartile	—	7.14	7.30	7.38	7.60	7.50	7.65	—	—	7.32
1986 Median	5.37	6.37	5.00	7.24	6.25	5.42	5.25	7.45	5.87	6.58

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SPI LABOR SURVEY—SEPTEMBER 30, 1987

SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2 & 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
1. *Compression*	1_1	6_3	—	23_7	5_2	13_2	2_1	—	4_3	54_{19}
First Quartile	—	—	—	1598	—	1912	—	—	—	1711
Median	2249	1850	—	1951	1749	1990	2800	—	2450	2004
Third Quartile	—	—	—	2401	—	2250	—	—	—	2346
1986 Median	1750	1931	—	1963	1900	1575	—	2750	3050	1915
2. *Injection*	9_4	32_8	9_3	77_{22}	11_4	31_9	14_6	12_4	20_3	215_{63}
First Quartile	—	1645	—	1707	2099	2051	1880	1799	1855	1798
Median	2196	1999	1749	2009	2649	2240	2000	2150	2050	2082
Third Quartile	—	2289	—	2480	3000	2500	3050	2700	2565	2531
1986 Median	1650	2200	1788	2033	2550	2229	1850	3100	2950	2057
3. *Blow Molding*	—	4_2	3_1	1_1	4_1	9_3	3_1	1_1	—	25_{10}
First Quartile	—	—	—	—	—	—	—	—	—	—
Median	—	3049	2400	1863	2549	1900	2800	2350	—	2372
Third Quartile	—	—	—	—	—	—	—	—	—	—
1986 Median	—	2400	—	2825	—	Over 3200	—	Over 3200	—	2683
4. *Extrusion*	12_5	20_7	19_4	68_{17}	13_3	3_1	19_7	4_1	5_2	163_{47}
First Quartile	2149	1807	1820	1825	1780	—	2348	—	—	1910
Median	2349	1880	1999	2034	2020	2249	2500	2450	2750	2124
Third Quartile	2598	2279	2425	2415	2450	—	3071	—	—	2498
1986 Median	2275	2450	2300	2225	2450	2350	2150	2350	2850	2259
5. *Reinforced*	1_1	5_2	4_1	12_6	—	5_1	1_1	3_1	—	31_{13}
First Quartile	—	—	—	1845	—	—	—	—	—	1845
Median	Under 1400	2049	1599	2192	—	2049	2049	2150	—	2035
Third Quartile	—	—	—	3140	—	—	—	—	—	3140
1986 Median	—	1850	1899	2075	2250	Under 1400	2100	2550	2550	2025
6. *Thermoforming*	—	14_3	10_3	25_6	2_1	3_2	2_2	2_1	—	58_{18}
First Quartile	—	2270	1775	1914	—	—	—	—	—	1987
Median	—	2410	2075	2221	2149	2149	2350	2299	—	2242
Third Quartile	—	2975	2399	2870	—	—	—	—	—	2804
1986 Median	—	2350	1990	2083	2850	2150	1950	2850	Over 3200	2213
7. *E.P.S. Foam*	3_2	1_1	—	11_3	—	5_2	—	—	2_1	22_9
First Quartile	—	—	—	2212	—	—	—	—	—	2212
Median	1849	1649	—	2241	—	2225	—	—	2250	2158
Third Quartile	—	—	—	2289	—	—	—	—	—	2289
1986 Median	—	Over 3200	1700	1850	Over 3200	2650	1900	2650	2350	1900

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8. *Finishing*	1_1	14_9	1_1	20_{11}	4_4	11_5	2_1	1_1	1_1	55_{34}
First Quartile	—	1699	—	Under 1400	—	1689	—	—	—	1564
Median	2349	2100	1849	2061	2000	1960	2299	1750	2650	2061
Third Quartile	—	2499	—	2550	—	2173	—	—	—	2442
1986 Median	1571	1850	1550	2055	2050	1575	—	—	2750	1928
9. *Fabrication*	1_1	3_3	—	11_6	1_1	2_2	2_2	1_1	2_2	23_{18}
First Quartile	—	—	—	1550	—	—	—	—	—	1550
Median	1749	2149	—	1998	1571	2149	2450	2350	1950	2052
Third Quartile	—	—	—	2553	—	—	—	—	—	2553
1986 Median	2750	2050	1950	2650	2100	2450	1850	2299	—	2338
10. *Inspection*	3_2	19_{13}	5_4	44_{31}	18_9	11_8	7_6	1_1	7_3	115_{77}
First Quartile	—	2000	—	1578	2024	1768	—	—	—	1775
Median	1749	2299	2450	1933	2250	1971	2350	2350	2199	2110
Third Quartile	—	2959	—	2380	2573	2230	—	—	—	2519
1986 Median	1950	2350	1700	2075	2250	2250	2050	1650	2817	2086
11. *Shipping & Receiving*	8_6	15_{12}	8_6	34_{30}	5_4	16_9	4_4	—	8_5	98_{76}
First Quartile	—	1899	—	1805	—	1700	—	—	—	1801
Median	2132	2149	2175	2067	2149	2079	2400	—	2400	2149
Third Quartile	—	2649	—	2281	—	2350	—	—	—	2383
1986 Median	1750	1967	2050	2093	2400	1900	2450	2150	3050	2082
12. *Maintenance*	2_2	19_{12}	10_9	36_{28}	9_8	11_9	8_7	4_4	7_5	106_{84}
First Quartile	—	2170	2235	2280	—	2039	—	—	—	2212
Median	3099	2399	2398	2575	2650	2450	2850	2490	2390	2403
Third Quartile	—	2591	2572	2796	—	2799	—	—	—	2716
1986 Median	2250	2400	2233	2517	2550	2400	2450	2750	3083	2364
13. *Tool Room*	1_1	8_6	4_3	20_{16}	4_3	8_7	4_4	5_4	1_1	55_{45}
First Quartile	—	—	—	1863	—	—	—	—	—	1863
Median	Over 3200	Over 3200	2098	2250	2549	2749	3050	1990	2850	2534
Third Quartile	—	—	—	3061	—	—	—	—	—	3061
1986 Median	2250	2450	2350	2288	2650	2875	2300	2850	Over 3200	2488

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LIST OF PARTICIPANTS

A

Airlite Plastics Co.
Omaha, NE 68101

Allen Extruders, Inc.
Holland, MI 49423

Anaheim Custom Extruders
Anaheim, CA 92806

Anchor Tool & Plastics, Inc.
Minneapolis, MN 55427

Application Automation, Inc.
Elk Grove Village, IL 60007

Applied Composites
St. Charles, IL 60174

Ashland Chemical Co.
Dublin, OH 43017

B

Ball Unimark Plastics Division
Greenville, SC 29602

Bird, Inc.
Bardstown, KY 40004

Bixby International Corp.
Newburyport, MA 01950

Bristol Fiberlite Industries
Sanda Ana, CA 92707

C

C&G Mercury Plastic, Inc.
Santa Monica, CA 90404

Cashiers Structural Foam
Cashiers, NC 28717

Century Insulation Mfg. Co.
Union, MS 39365

Chroma Corp.
McHenry, IL 60050

Clearplass Containers, Inc.
Lyons, NY 14489

Continental Plastics
Triadelphia, WV 26059

Crane Plastics
Columbus, OH 43216

Creative Pultrusions, Inc.
Alum Bank, PA 15521

Crosby Manufacturing Co.
Crosby, MN 56441

Crown Divisions
Wooster, OH 44691

D

Dana Molded Products, Inc.
Arlington Hts., IL 60004

Dayton Extruded Plastics, Inc.
Springboro, OH 45066

DeKalb Molded Plastics
Butler, IN 46721

Delaware Valley Paper & Packaging, Inc.
Malvern, PA 19355

Diemolding Corp.
Canastota, NY 13032

Dimco-Gray Company
Centerville, OH 45459

E

EFP Corp.
Elkhart, IN 46516

EGC Corp.
Houston, TX 77222

Eastern Plastics Division
Piscataway, NJ 08854

Electro-General Plastics Corp.
Cleveland, OH 44120

Elkay Products, Inc.
Shrewsbury, MA 01545

Ethyl-Modern Technical Molding, Inc.
St. Petersburg, FL 33710

F

Fabri-Kal Corporation
Kalamazoo, MI 49001

Ferro Corporation
Cleveland, OH 44114

Fibergrate Corp.
Dallas, TX 75381

Fiberlux, Inc.
Mt. Vernon, NY 10550

Foam Pac Corp.
Sandusky, OH 44870

G

Gage Industries, Inc.
Lake Oswego, OR 97035

The General Industries Company
Elyria, OH 44036

General Marble Corporation
Rancho Cucamonga, CA 91730

Gillette Co.
Boston, MA 02106

The Glastic Company
South Euclid, OH 44121

Gold Bond Building Products
Charlotte, NC 28211

Great Dane Trailers
Brazil, IN 47834

Greenstreak Plastic Products
St. Louis, MO 63122

Grohen Tool & Die
San Leandro, CA 94577

H

HC Products Co.
Princeville, IL 61559

R.D. Harris & Associates, Inc.
Tempe, AZ 85281

Hastings Reinforced Plastics, Inc.
Hastings, MI 49058

Haysite Reinforced Plastics Co.
Erie, PA 16509

I

Impact Extrusions
Grand Prairie, TX 75053

Industrial Dielectrics
Noblesville, IN 46060

Ingress-Plastene
Crawfordsville, IN 47933

J

JSN Industries, Inc.
Irvine, CA 92714

James River Handi-Kup, Inc.
Corte Madera, CA 94925

Juno Tool & Plastic, Inc.
San Clemente, CA 92672

K

Kaysun Corp.
Manitowoc, WI 54220

Kiehl Engineering Co.
Bensenville, IL 60106

Koro Corporation
Hudson, MA 01749

Kurz-Kasch, Inc.
Dayton, OH 45401

L

L.B. Plastics, Inc.
Mooresville, NC 28115

Lenco Company
Waverly, NE 68462

Leon Plastics, Inc.
Grand Rapids, MI 49501

M

Mack Molding Company
Arlington, VT 05250

Mankato Corporation
Mankato, MN 56001

Maryland Plastics Inc.
Federalsburg, MD 21632

Menasha Corp.
Watertown, WI 53094

Michigan Foam Products, Inc.
Grand Rapids, MI 49509

Michigan Plastic Products Company
Grand Haven, MI 49417

Miles Fiberglass & Plastics
Oregon City, OR 97045

Modern Plastics Corporation
Benton Harbon, MI 49022

Molded Container Corp.
Portland, OR 97202

Molded Fiber Glass Co.
Ashtabula, OH 44004

Moldex, Inc.
Putnam, CT 06260

Moldtronics, Inc.
Downers Grove, IL 60515

Morrison Molded Fiber Glass Company
Bristol, VA 24203

N

NVF Co.
Willow Grove, PA 19090

National Plastics Corporation
Fort Wayne, IN 46825

Nicholas Plastics, Inc.
Grand Rapids, MI 49503

P

Pacific Allied Products
Ewa Beach, HI 96707

Packaging Industries Group
Hyannis, MA 02601

Packer Plastics
Lawrence, KS 66044

Peerless Molded Plastics, Inc.
Toledo, OH 43615

Perrin Manufacturing Company
Industry, CA 91745

Perstorp Compounds, Inc.
Florence, MA 01060

LIST OF PARTICIPANTS

Phillips Manufacturing Company
Canton, MA 02021

Pine River Plastics, Inc.
St. Clair, MI 48079

Pixley Richards, Inc.
Plymouth, MA 02360

Plano Molding Company
Plano, IL 60545

Plastec Products, Inc.
Fort Collins, CO 80524

Plastic Industries, Inc.
Athens, TN 37303

Plastic Moldings Corporation
Cincinnati, OH 45214

Plastic Products Co., Inc.
Lindstrom, MN 55045

Plastics Gearing Technology
Manchester, CT 06040

Plastofilm Industries
Wheaton, IL 60189

PLEXCO
Franklin Park, IL 60131

Poly-Foam, Inc.
Lester Prairie, MN 55354

Polytainers, Inc.
Tornonto, Ontario, Canada M8Z 2R5

Precision Southeast, Inc.
Myrtle Beach, SC 29578

Prent Corp.
Janesville, WI 53545

Primex Plastics
Carson, CA 90745

Progressive Plastics, Inc.
Cleveland, OH 44135

Q

Quality Plastics
Newburg, OR 97132

R

R.P. Industries, Inc.
Richmond, VA 23225

R & R Plastics, Inc.
Dayton, OH 45401

Rakar, Inc.
Oxnard, CA 93033

Rampart Packaging Inc.
Williamsburg, VA 23185

Reed Plastics Corp.
Holden, MA 01520

Regal Plastic Co.
Kansas City, MO 64127

L.W. Reinhold Plastics, Inc.
Los Angeles, CA 90003

Rexnord Chemical
Commerce City, CO 80022

Rheem Manufacturing Co.
Linden, NJ 07036

Robin II, Inc.
Markesan, WI 53946

Rohm and Haas Co., Inc.
Kensington, CT 06037

Rostone Corporation
Lafayette, IN 47903

S

Sealright Co., Inc.
Los Angeles, CA 90023

Seaquist Plastics
Mukwonago, WI 53149

Shamrock Industries, Inc.
Minneapolis, MN 55411

C.E. Shepherd Company
Houston, TX 77261

Snow Corporation
Fort Worth, TX 76107

Southern Plastics Company
Columbia, SC 29202

Spaulding Fibre
DeKalb, IL 60115

Spencer Plastic Products Corp.
Dale, IN 47523

Sunbeam Plastics Corp.
Evansville, IN 47711

Sundt Products
Tucson, AZ 85714

Surf Chemical, Inc.
Hackettstown, NJ 07840

T.M.C.
Dayton, OH 45459

Tech Marketing
Tempe, AZ 85281

Techplastics, Inc.
West Chicago, IL 60185

Tech-Way Industries, Inc.
Franklin, OH 45005

Teel Plastics Co., Inc.
Baraboo, WI 53913

Textek Plastics, Inc.
San Antonio, TX 78227

Therma Foam, Inc.
Fort Worth, TX 76106

Thermoplastic Molders, Inc.
Oklahoma City, OK 73116

Thermoset Plastics, Inc.
Indianapolis, IN 46220

Tigerflex Corporation
Elk Grove Village, IL 60007

Tool Chemical Co.
Ferndale, MI 48220

Tri-Plas, Inc.
Ontario, CA 91761

Tri-State Foam Products, Inc.
Martinsville, VA 24113

U

UC Industries, Inc.
Parsippany, NJ 07054

United Technologies
Alma, MI 48801

V

Vermont Plastics, Inc.
Montpelier, VT 05602

W

W.M. Plastics, Inc.
Cary, IL 60013

Web Plastics Co.
Richwood, OH 43344

Wess Plastic, Inc.
Farmingdale, NY 11735

Witt Plastics, Inc.
Greenville, OH 45331

X

Xerkon
Minneapolis, MN 55441

The Society of the
Plastics Industry, Inc.

1275 K Street, N.W.
Washington, D.C. 20005
(202) 371-5293

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER, 1987

Supercedes September 1986 Job Descriptions

MOLDING AND EXTRUSION

1. **WORKING FORMAN (Hourly Paid Supervisors)** – *Columns, 1, 2, 3, 11, 15, 22, and 28
Supervises, instructs, directs and trains Molding department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material to the press, housekeeping and performing duties of lower molding classifications, as required.

2. **SETUP MAIN AND/OR TROUBLE SHOOTER** — Columns 4, 12, 16 and 23
Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding)** — Columns 5, 7, 8 and 24.
Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will *NOT* make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** — Column 6
Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN (Floor Boy)** — Column 10
Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** — Columns 9, 14, 27 and 36
In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** — Column 13.
Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with a little or some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

8. **REINFORCED PLASTICS OPERATOR** — Column 17.
Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** — Column 18.
Operates preform machine after setups are completed. Loads materials to machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** — Column 19.
Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** — Column 20.
Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 48

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** — Column 21.
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

EPS FOAM

13. **FOAM SHOP OPERATOR** — Column 25.
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

14. **MOLD OPERATOR** — Column 26.
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

FINISHING

15. **FINISHER—GENERAL** — Column 29.
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

16. **PAINTER & SPRAYER** — Column 30.
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

17. **BUFFING OPERATOR** — Column 31.
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

18. **TUMBLING OPERATOR** — Column 32.
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

19. **SETUP MAN—FINISHING & PAINTING** — Column 33.
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

20. **MACHINE OPERATOR** — Column 34.
Operates such support equipment as punch press, rivetor, clincher, and drill press.

21. **ASSEMBLER** — Column 35.
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

22. **CHIEF INSPECTOR (Working)** — Column 37.
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

23. **INSPECTOR** — Column 38.
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 48

SHIPPING AND RECEIVING

24. FOREMAN (Working) — Column 39.
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

25. SHIPPER—MATERIAL HANDLER — Column 40.
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

26. PACKER — Column 41.
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

27. TRUCK OPERATOR — Column 42.
Operates truck to transport raw materials, finished parts, and other materials between plant, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

28. CLERK — Column 43.
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination. checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

29. FOREMAN (Working) — Column 44.
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

30. MECHANIC — Column 45.
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

31. ELECTRICIAN — Column 46.
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOLROOM

32. FOREMAN (Working) — Column 48.
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in his department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

33. MACHINIST — Column 53.
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

34. GENERAL HAND, LABOR TRAINEE — Columns 47 and 55.
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

35. PORTER—JANITOR, etc. — Column 56.
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specific routine or explicit direction.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 48

The Society of the
Plastics Industry, Inc.

1275 K Street, N.W.
Washington, D.C. 20005
(202) 371-5293

SPI

LaborSurveyQuestionnaire

Sponsored By: Financial Management Committee

LABOR SURVEY NO. 49 (1987)
PLASTICS PROCESSING COMPANIES

EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1987

PART ONE — INSTRUCTIONS

GENERAL

1. Carefully study the Job Titles and Descriptions enclosed BEFORE attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgment.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are *NOT* part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

TURNOVER STATISTICS

"Turnover" is defined as the number of new employees hired to replace employees who have quit or been terminated, divided by the average permanent plant staffing for the year. A plant which started the year with 100 employees, then hired 50 employees as replacements during the year and ended the year with 100 employees had a 50% "Turnover". Do not include employees hired for temporary assignments such as vacation fill-ins, etc. See question 21 on page 6.

HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September, 1987—the effective date of this survey.**

1. The horizontal lines crossing the vertical job columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molders (job title col. "7") $6.00 hourly and four injection molders $6.15 hourly. Insert the figure "9" in vertical column "7" on horizontal line "G" ($6.00-$6.24). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.
2. Add the number of employees vertically in each job column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by rate line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

This questionnaire is to be returned to Mr. Tim Hand, Conway-McCue Associates, P.O. Box 2146, Rockville, MD 20852 in the enclosed self-addressed envelope. Please return the completed questionnaire by October 30, 1987. Retain one copy for your records.

FINAL REPORT

As in the past, the final industry report will automatically be made available to participants ***providing they have completed the enclosed Report Mailing Card.*** All figures of individual companies will be held in strict confidence.

Return not later than October 30, 1987

PART TWO — NUMBER OF HOURLY

PROCESS OR DEPARTMENT	MOLDING										EXTRUSION				REINFORCED PLASTICS							THERMO-FORMING			EPS FOAM	
JOB TITLE	Foreman (comp. working)	Foreman (inj. working)	Foreman (blow-mold. working)	Set up Man - Troubleshooter	Compression Transfer Molding Operator	Compression Preform Molder	Injection Molding Operator	Blow Molding Operator	Material Man	Floor Man	Foreman (working)	Set up Man - Troubleshooter	Extrusion Operator	Material Man	Foreman (working)	Set up Man - Troubleshooter	Reinforced Plastics Operator	Reinforced Plastics Preform Operator	Reinforced Plastics Fabricator	Reinforced Plastics Pultruder Oper.	Reinforced Plastics Filament Winder Operator	Foreman (working)	Set up Man - Troubleshooter	Thermoforming Press Operator	Foam Shop Operator	Mold Operator
HOURLY RATE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
A Below $ 5.00																										
B 5.00 — 5.24																										
C 5.25 — 5.49																										
D 5.50 — 5.74																										
E 5.75 — 5.99																										
F 6.00 — 6.24																										
G 6.25 — 6.49																										
H 6.50 — 6.74																										
I 6.75 — 6.99																										
J 7.00 — 7.24																										
K 7.25 — 7.49																										
L 7.50 — 7.74																										
M 7.75 — 7.99																										
N 8.00 — 8.49																										
O 8.50 — 8.99																										
P 9.00 — 9.49																										
Q 9.50 — 9.99																										
R 10.00 — 10.49																										
S 10.50 — 10.99																										
T 11.00 — 11.49																										
U 11.50 — 11.99																										
V 12.00 — 12.49																										
W 12.50 — 12.99																										
X 13.00 & Over																										
TOTAL EMPLOYEES																										

Note: Please list other hourly positions to be included in future surveys: _____

EMPLOYEES BY JOB TITLE

	FINISHING						FABRICATION			INSPECTION		SHIPPING & RECEIVING					MAINTENANCE				TOOL ROOM							MISCELLANEOUS		
Material Man	Foreman (working)	Finisher - General	Painter and Sprayer	Buffing Operator	Tumbling Operator	Set up Man - Troubleshooter	Machine Operator	Assembler	Material Handler	Chief Inspector (working)	Inspector	Foreman (working)	Shipper-Material Handler	Packer	Truck Operator	Clerk	Foreman (working)	Mechanic	Electrician	Helper - Trainee	Foreman (working)	Mold/Die Designer	Mold Maker/Lead Man	Mold Maker	Mold Repair Man	Machinist	Apprentice	General Hand, Labor Trainee	Porter-Janitor etc.	TOTAL HOURLY EMPLOYEES
27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	X

PART THREE — SALARIED EMPLOYEES

JOB TITLE	FIRST LINE SUPERVISORS, FOREMAN													
PROCESS OR DEPARTMENT	MOLDING			EXTRUSION	REINFORCED	THERMOFORMING	EPS FOAM	FINISHING	FABRICATION	INSPECTION	SHIPPING & RECEIVING	MAINTENANCE	TOOL ROOM	TOTAL SALARIED EMPLOYEES
	COMPRESSION	INJECTION	BLOW MOLDING											
MONTHLY BASE SALARY EXCLUDING OVERTIME	1	2	3	4	5	6	7	8	9	10	11	12	13	X
A Under —$1,400														
B 1,400 — 1,499														
C 1,500 — 1,599														
D 1,600 — 1,699														
E 1,700 — 1,799														
F 1,800 — 1,899														
G 1,900 — 1,999														
H 2,000 — 2,099														
I 2,100 — 2,199														
J 2,200 — 2,299														
K 2,300 — 2,399														
L 2,400 — 2,499														
M 2,500 — 2,599														
N 2,600 — 2,699														
O 2,700 — 2,799														
P 2,800 — 2,899														
Q 2,900 — 2,999														
R 3,000 — 3,099														
S 3,100 — 3,199														
T 3,200 & Over														
TOTAL EMPLOYEES														

Refer to page 5 For Instructions Before Completing

INSTRUCTIONS FOR COMPLETING PART THREE ON SALARIED FIRST LINE SUPERVISORS (See page 4)

A. Report number of salaried supervisors whose characteristics match the job title according to ***monthly* base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. *Exclude working foremen who are paid on an hourly basis.***

B. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary ***including*** overtime earnings.

C. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility.

D. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are *NOT* part of regular earnings.

E. After completing Part Three on page 4, would you please answer the following questions:

1. Do you pay a Christmas Bonus to Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

2. Do you have profit sharing or other incentive bonus plans for Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, briefly describe the type and how paid. _____
   _____

3. Do you pay overtime to Shift Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____
   _____

PART FOUR — IDENTIFYING AND COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

A. PLANT & SHIFT STATISTICS

1. Number of *hourly* employees in this plant. _____

2. Number of hours this plant operates each week.
   (includes all shifts) _____ Hours

3. Do you allow hourly employees daily rest periods?
   ☐ Yes ☐ No.
   If yes, how many minutes per period? _____ Minutes
   How many periods per shift? _____

4. Do you pay piece work to molders and finishers?
   Molders: ☐ Yes ☐ No
   Finishers: ☐ Yes ☐ No

5. How many shifts do you run?
   ☐ One ☐ Two ☐ Three

6. How many hours in each shift? _____ Hours

7. Do you rotate shifts? ☐ Yes ☐ No

8. Do you pay shift premiums? ☐ Yes ☐ No
   If yes, how do you pay shift premiums?

	Cents Per Hour	% of Hourly Rate
Afternoon	_____	_____
Midnight	_____	_____

B. TYPE OF PROCESSOR

For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business—

1. Type of business:
   ☐ Custom Processor
   ☐ Proprietary Processor
   ☐ Captive Processor

2. Type of processing:
   ☐ Blow Molding
   ☐ Compression/Transfer Molding
   ☐ Calendering
   ☐ Casting
   ☐ Coating
   ☐ Extrusion
   ☐ Fabricating
   ☐ Foam Processing
   ☐ Injection Molding
   ☐ Laminating
   ☐ Reaction Injection Molding (RM)
   ☐ Reinforced
   ☐ Rotational Molding
   ☐ Thermoforming
   ☐ Other (Describe) _____

B. UNION STATISTICS

10. Is your shop unionized? ☐ Yes ☐ No
    If unionized, give full name of union.
    (Example: United Auto Workers, Glass Bottle Blowers, etc.)

    _____

11. What is the length of your present contract?

    _____

12. When does your present contract expire? (Date)

    _____

13. Does your present contract contain a wage reopener clause? ☐ Yes ☐ No

14. Does your present contract provide for cost-of-living increases? ☐ Yes ☐ No

    If yes, please explain briefly: _____

    _____

C. VACATIONS, BONUS AND HOLIDAY STATISTICS FOR HOURLY EMPLOYEES

15. Which of the following comes closest to your vacation policy? (One check per line)

LENGTH OF VACATION	MINIMUM LENGTH OF SERVICE REQUIRED					
	1 Year	2 Years	3 Years	5 Years	10 Years	OVER 10 YEARS (SPECIFY)
1 Week						
2 Weeks						
3 Weeks						
4 Weeks						
Over 4 Weeks						

16. Did you pay hourly employees a Christmas (or other special) bonus in 1985? ☐ Yes ☐ No
    If yes, to what extent?
    ☐ Less than one week's earnings
    ☐ One week's earnings
    ☐ Two week's earnings
    ☐ Other (Describe): _____

    _____

17. How many paid holidays do you give in a year _____ (number)?

18. If you have a specific paid sick day policy, how many days per year _____ or days per year of service ____ are company paid?

19. Does your company have a paid lunch period in 1986?
    ☐ Yes ☐ No

    If yes, how long _____ (in minutes)?

20. Regarding hourly employees, do you provide for (Place one check ✓ in each column)—

How Paid	Group Life Insurance	Dental	Medical Plans				Income Protection or Wage Indemnity Sickness & Accident	Pension Plan	Profit Sharing
			Basic		Major				
			Employee	Dependents	Employee	Dependents			
Paid by Co. in Full									
Co. and employee share									
Paid by employee in full									
No provisions for									

D. TURNOVER STATISTICS (Refer to page 1 for instructions)

21. What was your hourly employee percentage turnover for most recent calendar or fiscal year _____ %

E. FRINGE BENEFITS—HOURLY EMPLOYEES ONLY

22. What was the average percentage of company paid fringe benefits to average hourly earnings for each of the following (Give percent to nearest tenth) for the most recent calendar or fiscal year:

_____ F.I.C.A.
_____ State Unemployment Comp.
_____ Federal Unemployment Comp.
_____ Overtime Premium
_____ Paid Vacations
_____ Workmen's Comp.
_____ Paid Holidays
_____ Paid Sick Days
_____ Paid Funeral & Jury Duty Leave
_____ Christmas Bonus (Or Gifts)
_____ Paid Lunch Rest Periods
_____ Paid Health & Insurance Plans
_____ Shift Differential
_____ Pension Plan
_____ Profit Sharing
_____ Other (Describe) _____
_____
_____ **Total Paid Fringe Benefits**